



## Iowa Retirement Investors' Club (RIC)

### 457/401a Plans

Look *forward* to retirement!

## RIC At-A-Glance

### State Employees

#### Program Basics

The Iowa Retirement Investors' Club (RIC) is the State of Iowa supplemental retirement savings benefit designed to help eligible\* state employees save a portion of current wages for future income needs. RIC contains two plans: a 457 plan to hold employee contributions and a 401a plan to hold employer match contributions. Participants enjoy:

- An employer match benefit of up to \$75/month
- Contributions through payroll deduction - minimum \$25/mo, maximum \$18,000/yr, \$24,000/yr if age 50+, or \$36,000 if qualified for the 3-Year Catch-Up limit. Deductions can be taken 12, 24, or 26 times per year
- Tax advantages (pretax & post-tax Roth), including a possible tax credit of up to \$1,000
- Diversified, no-load, low-cost investment options
- Flexible payment options (once eligible) with no surrender penalties or product restrictions



Eligible outside retirement plan assets such as non-Roth IRAs, 401ks, 403bs, 457s, etc. may be rolled into/out of RIC at any time.

#### Enroll/Change



**Enrollment** is year-round. Options for enrollment include meeting with a RIC provider representative (no additional cost), using a provider's online resources (if available), or requesting a kit by mail. The provider has everything you need to open the 457/401a accounts, select investments, and begin payroll deductions (provider contact information below). Want someone to contact you to get things started? Utilize the Pre-enroll Now option on the RIC website at <https://das.iowa.gov/RIC>. Local advisor information for each provider is available under *Providers & Investments* on the RIC website.

**Changes** to payroll deductions, investment/provider election, and advisors may be made at anytime without fees or restrictions. To change existing payroll deductions, complete the [RIC Account Form](#) available from the RIC website.

#### Distributions

**While employed**, distributions are only available due to approved unforeseeable emergency withdrawals, inactive small account cashouts, or attainment of age 70 ½. Requests for distributions while employed are submitted to the RIC office.



**Once separated from employment**, distributions are not required until age 70 ½. Options include staying invested in RIC, taking cash, or rolling to an outside retirement plan (including IPERS). Cash distributions may be taken as lump sums, flexible periodic payments, lifetime annuities, or any combination. RIC products have no surrender charges or restrictions. 457 plan assets have no early withdrawal penalty due to age. Taxable distribution of 401a plan assets prior to age 59 ½ may result in IRS 10% penalty. Requests for distributions after separating from employment are submitted directly to the RIC provider.

#### Investment Provider



The providers shown to the right offer diversified investment options to participants in RIC. Options include fixed rate accounts, no-load mutual funds (index, actively managed, target-date) and brokerage accounts. RIC providers have advisors available to explain the investments and answer questions at no extra cost. Providers must meet RIC plan requirements and undergo annual investment reviews.

You may make changes to your investment options online, by phone, or with an advisor at any time. There are no annual contract fees or transfer fees within the provider offerings or between RIC providers.



Horace Mann® 877-602-1861



MassMutual® 800-743-5274



800-945-6763



800-555-1970

All funds listed on reverse side.



\*A permanent or probationary State of Iowa employee working 20+ hours per week or an employee who has a fixed annual salary is eligible to participate.



Visit the RIC website at <https://das.iowa.gov/RIC/SOI> to access program education, provider websites, advisor information, historical fund performance, fixed rates, plan documents, and more. Contact an RIC provider directly or the RIC office at 866-460-4692 if you have questions.

## RIC Investment Options

There are 2 types of investments offered by RIC providers (see illustration to the right). This chart is designed to show the variety of investment categories available through each provider with more conservative fund options at the top.

### Fixed Rate

- Declared rate
- Guaranteed by provider
- Fixed period
- No market risk
- No restrictions/maturities
- No fees

### Variable Rate

- "Mutual Funds"
- No guarantees
- Always liquid
- Degrees of market risk
- No restrictions/maturities
- Fund management fees

Fund Categories		Horace Mann (877-602-1861)		MassMutual (800-743-5274)		VALIC (800-945-6763)		Voya (800-555-1970)	
Safety	Fixed Rate	HM Grp Unallocated Fixed Interest Ann		MassMutual GIA		VALIC Fixed Interest Option		Voya Fixed Plus Account III / 457/401 II	
	Money Market	Vanguard Federal Money Mkt (Inv) VFMXX		Vanguard Federal Money Mkt (Inv) VFMXX		Vanguard Federal Money Mkt (Inv) VFMXX		Voya Gov't Money Market Portf IVMXX	
Income	Core Bond	Loomis Sayles Core Plus Bd (N) NERNX		JPMorgan Core Plus Bd (R6) JCBUX		PIMCO Total Return (Inst'l) PTTRX		Voya Intermediate Bd Portf (S) IPISX	
		Vanguard Total Bd Mkt Index (Adm) VBTIX		Vanguard Total Bd Mkt Index (Adm) VBTIX		Vanguard Total Bd Mkt Index (Adm) VBTIX		Voya US Bd Index Portf (I) ILBAX	
	Inflation Protect	Van Infla Protected Securities (Adm) VAIPX		PIMCO Real Return (Inst'l) PRRIX		DFA Infla Protected Securities (Inst'l) DIPSX		BlackRock Infla Protected Bd (Inst'l) BPRIX	
	High Yield	Prudential High Yield Bd (Q) PHYQX		Eaton Vance Income Fd of Boston (R6) EIBRX		Invesco High Yield (R6) HYIFX		Ivy High Income (Inst'l) IVHIX	
	Foreign	Amer Fds Capital World Bd (R6) RCWGX						Templeton Global Bd (Adv) TGBAX	
Balanced	Trad'l Balanced	Vanguard STAR (Inv) VGSTX		Amer Fds Amer Balanced (R6) RLBGX		Amer Fds Amer Balanced (R6) RLBGX		Amer Fds Amer Balanced R4 RLBEX	
	Target Date	Vanguard Target Retire Income (Inv) VTINX		BlackRock LifePath Index Retire (K) LIRKX		Vanguard Target Retire Income (Inv) VTINX		Amer Fds 2010 Target Date Retire (R4) RDATX	
		Vanguard Target Retire 2015 (Inv) VTXVX		BlackRock LifePath Index 2020 (K) LIMKX		Vanguard Target Retire 2015 (Inv) VTXVX		Amer Fds 2015 Target Date Retire (R4) RDBTX	
		Vanguard Target Retire 2020 (Inv) VTWNX		BlackRock LifePath Index 2025 (K) LIBKX		Vanguard Target Retire 2020 (Inv) VTWNX		Amer Fds 2020 Target Date Retire (R4) RDCIX	
		Vanguard Target Retire 2025 (Inv) VTTVX		BlackRock LifePath Index 2030 (K) LINKX		Vanguard Target Retire 2025 (Inv) VTTVX		Amer Fds 2025 Target Date Retire (R4) RDTIX	
		Vanguard Target Retire 2030 (Inv) VTHRX		BlackRock LifePath Index 2035 (K) LIJXX		Vanguard Target Retire 2030 (Inv) VTHRX		Amer Fds 2030 Target Date Retire (R4) RDETIX	
		Vanguard Target Retire 2035 (Inv) VTHHX		BlackRock LifePath Index 2040 (K) LIKXX		Vanguard Target Retire 2035 (Inv) VTHHX		Amer Fds 2035 Target Date Retire (R4) RDTIX	
		Vanguard Target Retire 2040 (Inv) VFORX		BlackRock LifePath Index 2045 (K) LIHXX		Vanguard Target Retire 2040 (Inv) VFORX		Amer Fds 2040 Target Date Retire (R4) RDGTIX	
		Vanguard Target Retire 2045 (Inv) VTIVX		BlackRock LifePath Index 2050 (K) LIPXX		Vanguard Target Retire 2045 (Inv) VTIVX		Amer Fds 2045 Target Date Retire (R4) RDHTIX	
		Vanguard Target Retire 2050 (Inv) VFIFX		BlackRock LifePath Index 2055 (K) LIVXX		Vanguard Target Retire 2050 (Inv) VFIFX		Amer Fds 2050 Target Date Retire (R4) RDITIX	
		Vanguard Target Retire 2055 (Inv) VFFVX				Vanguard Target Retire 2055 (Inv) VFFVX		Amer Fds 2055 Target Date Retire (R4) RDJTIX	
		Vanguard Target Retire 2060 (Inv) VTTSX				Vanguard Target Retire 2060 (Inv) VTTSX		Amer Fds 2060 Target Date Retire (R4) RDKTIX	
Domestic Equity	Large Value	JPMorgan Equity Income (R6) OIEJX		MFS Val (R5) MEIKX		Vanguard Equity-Income (Adm) VEIRX		RidgeWorth Large Cap Val Equity (I) STVTX	
	Large Blend			Hartford Capital Appreciation (R6) ITHVX		JPMorgan Disciplined Equity (R6) JDEUX		Parnassus Core Equity (Inv) PRBLX	
				MM Select Harris Focused Val (Inst'l) MFFVZ		DFA US Sustainability Core 1 DFSIX			
	Large Cap Index	Vanguard 500 Index (Adm) VFIAH		Vanguard 500 Index (Adm) VFIAH		Vanguard Inst'l Index (Inst'l) VINIX		Voya Russell Large Cap Index Portf (S) IRLCX	
		Vanguard Total Stock Mkt Index (Adm) VTSAX		Vanguard FTSE Social Index (Inv) VFTSX				Vanguard Total Stock Mkt Index (Inst'l) VITSX	
	Large Growth	MFS Gro (R5) MFEKX		MassMut Select Blue Chip Gro (Inst'l) MBCZX		Amer Fds AMCAP (R6) RAFGX		Voya Large Cap Gro Portf (S) IEOSX	
	Mid Value	Victory Sycamore Established Val (R6) VEVXX		MFS Mid Cap Val (R5) MFCXX		WellsFargo Advan Spec Mid Cap Val (R6) WFPXX		Invesco Amer Val (R5) MSAXX	
	Mid Cap Index	Vanguard Mid Cap Index (Adm) VIMAX		Vanguard Mid Cap Index (Adm) VIMAX		Vanguard Mid Cap Index (Inst'l) WMCIX		Voya Russell Mid Cap Index Portf (S) IRMCX	
	Mid Growth	Voya Mid Cap Opportunities Portf (R6) IMOZX		JPMorgan Mid Cap Gro (R6) JMGMX		AB Discovery Gro (Z) CHCZX		VY® T Ro Prc Divers Mid Cap Gro (Adv) IAXAX	
	Small Value	JPMorgan Sm Cap Val (R6) JSVUX		Amer Century Sm Cap Val (R6) ASVXX		DFA US Targeted Val (Inst'l) DFFVX		Victory Integrity Sm Cap Val (Y) VSVIX	
International	Small Cap Index	Vanguard Sm Cap Index (Adm) VSMAX		Vanguard Sm Cap Index (Adm) VSMAX		Vanguard Sm Cap Index (Adm) VSMAX		Voya Russell Sm Cap Index (I) IIRSX	
	Small Growth	JPMorgan Sm Cap Gro (R6) JGSMX		MassMut Select Sm Cap Gro Eq (Inst'l) MSGZX		ClearBridge Sm Cap Gro (IS) LMOIX		Voya Sm Cap Opportunities Portf (I) IVSOX	
	Foreign Stock	Amer Fds Europacific Gro (R6) RERGX		MFS® Int'l Value (R5) MINIX		Amer Fds EuroPacific Gro (R6) RERGX		Dodge & Cox Int'l Stock DODFX	
		Vanguard Total Int'l Stock Index (Adm) VTIAH		Vanguard Total Int'l Stock Index (Adm) VTIAH		Vanguard Total Int'l Stock Index (Inst'l) VTSNX		Voya Int'l Index Portf (I) IIRIX	
	World Stock	Amer Fds New World (R6) RNWGX		Oppenheimer Developing Mkts (Inst'l) ODVIX					
Sector	Real Estate	Vanguard REIT Index (Adm) VGSIX		Vanguard REIT Index (Adm) VGSIX		Vanguard REIT Index (Adm) VGSIX		VY® Clarion Real Estate Portf (Inst'l) IVRIX	
SDBA (additional fees may apply)		TD Ameritrade		Schwab PCRA		Schwab PCRA		TD Ameritrade	
Total range of fees*		0.25% - 1.08%		0.25% - 1.10%		0.22% - 0.99%		0.04% - 1.28%	

\*Fixed rate accounts have no fees or maturities. RIC variable rate funds have no sales charges. Individual fund fees are available on the RIC website at <https://das.iowa.gov/RIC>.